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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

August 15, 1968

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Attached is a copy of revised pages of Exhibit VI-L, Division Electric Department Job Definitions and Lines of Progression, starting from Page 24.

These revised pages reflect all changes on which Company and Union have agreed since the adoption of the format of July 1, 1967. Consolidation has reduced the overall number of pages to 53.

In addition, on Pages 36 through 46, Company proposes to place the classification of Assistant First Operator - San Francisco in the Lines of Progression to other Electric Operating classifications as shown.

Also, on Page 51, Company proposes to place the classification of Field Clerk - Water in the Line of Progression to First Hydro Clerk. Such placement had previously been agreed to in respect to the Senior Hydro Clerk Line of Progression.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Bonbright*
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By *Ronald T. Weakley*
Business Manager

September 19, 1968

Next Lower Classification

Same or Higher Classifications

0471 Apprentice Electrician
(2 year step or above)

0470 Electrician
0477 Traveling Electrician
0750 Maintenance Subforeman
2391 Appr. Comm. Technician
2400 Electrical Technician
2401 Appr. Elec. Technician

An Electrician who is the successful bidder on a vacancy in the Apprentice Communication Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Communication Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Communication Technician.

2400 ELECTRICAL TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. His assignments may include duties normally performed by a Communication Technician.

Next Lower Classification

Same or Higher Classifications

2401 Apprentice Electrical
Technician

0750 Maintenance Subforeman
2400 Electrical Technician

2401 APPRENTICE ELECTRICAL TECHNICIAN

An employee engaged in performing Electrical Technician's work as an assistant to or under the general direction of a technician. In order to gain experience for advancement to Electrical Technician he may work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining technician status.

Next Lower Classification

Same or Higher Classifications

0471 Appr. Electrician
(2 year step or above)

0470 Electrician
0477 Traveling Electrician
0750 Maintenance Subforeman
2390 Communication Technician
2391 Appr. Comm. Technician
2401 Appr. Elec. Technician

An Electrician who is the successful bidder on a vacancy in the Apprentice Electrical Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Electrical Technician.

An Apprentice Communication Technician who is the successful bidder on a vacancy in the Apprentice Electrical Technician classification will be placed at the wage step he is currently receiving for a period of six months and such employee will not have subsequent bids on Electrical Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Electrical Technician.

0470 ELECTRICIAN

An employee who is a journeyman and is engaged in performing all types of electrical work. When he is assigned to the maintenance and testing of impedance, carrier, and directional relays, he will work with and under the supervision of a Technician or other higher classified employee experienced in such work. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency.

Next Lower Classification

0471 Apprentice Electrician

Same or Higher Classifications

0470 Electrician
0477 Traveling Electrician
0650 Subforeman A (G.C.-Station)
0653 Subforeman B (G.C.-Station)
0750 Maintenance Subforeman
0850 Working Foreman A (G.C.-Station)
0853 Working Foreman B (G.C.-Station)
2390 Communication Technician
2391 Appr. Comm. Technician*
2400 Electrical Technician
2401 Appr. Electrical Technician*

*An employee in the Apprentice Communication Technician or Apprentice Electrical Technician classification who was formerly classified as an Electrician may bid back to such former classification as an Electrician and time spent as an Apprentice Technician shall accrue in the Electrician classification.

0471 APPRENTICE ELECTRICIAN

An employee engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrician, may work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0925 Helper (Elect. Maint.)
2140 Transformer Repairman
2260 Shopman

Same or Higher Classifications

0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
1140 Electrical Machinist
2160 Rigger
2167 Traveling Rigger
2391 Apprentice Communication Technician
2401 Apprentice Electrical Technician
2620 Welder

1140 ELECTRICAL MACHINIST

An employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. He performs duties of an Electrician with moderate skill. He is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

1141 Appr. Electrical
Machinist

Same or Higher Classifications

0750 Maintenance Subforeman
1140 Electrical Machinist
2390 Communication Technician
2400 Electrical Technician

1141 APPRENTICE ELECTRICAL MACHINIST

An employee engaged in performing Electrical Machinist's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrical Machinist, may work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0925 Helper (Elect. Maint.)
2140 Transformer Repairman
2260 Shopman

Same or Higher Classifications

0470 Electrician
0477 Traveling Electrician
0624 Labor Foreman
1141 Apprentice Electrical Machinist
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder

2620 WELDER

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of equipment and piping. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to lay out and erect piping, do necessary welding in connection with its installation; and, at times when there is no welding to be done, do miscellaneous maintenance work including blacksmithing.

Next Lower Classification

2621 Apprentice Welder

Same or Higher Classifications

0470 Electrician
 0477 Traveling Electrician
 0750 Maintenance Subforeman
 1140 Electrical Machinist
 2390 Communication Technician
 2391 Apprentice Communication Technician
 2400 Electrical Technician
 2401 Apprentice Electrical Technician
 2620 Welder
 2625 Arc Welder (G.C.)
 2627 Oxy-Acetylene Welder (G.C.)

2621 APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of equipment and piping. In order to gain experience for advancement to Welder, he may work alone or under indirect supervision on jobs for which he has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds; may advance to the classification of Welder upon completion of apprenticeship training and when a vacancy occurs, provided that satisfactory progress is shown in his ability to make proper welds. Since this work may be intermittent in nature, he also assists other journeymen and Mechanics as required.

Next Lower Classifications

0925 Helper (Elect. Maint.)
 2140 Transformer Repairman
 2260 Shopman

Same or Higher Classifications

0470 Electrician
 0477 Traveling Electrician
 0624 Labor Foreman
 0750 Maintenance Subforeman
 1140 Electrical Machinist
 2160 Rigger
 2167 Traveling Rigger
 2390 Communication Technician
 2391 Apprentice Communication Technician
 2400 Electrical Technician
 2401 Apprentice Electrical Technician
 2621 Apprentice Welder

2160 RIGGER

An employee who is engaged in performing all classes of rigging, including that necessary for handling heavy machinery. He is also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. His background of experience must be such that he can be relied upon to handle valuable equipment safely and efficiently. Since this work is intermittent in nature he may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations.

Next Lower Classification

1227 Mechanic

Same or Higher Classifications

0470 Electrician
 0477 Traveling Electrician
 0750 Maintenance Subforeman
 1140 Electrical Machinist
 2160 Rigger
 2167 Traveling Rigger
 2390 Communication Technician
 2391 Apprentice Communication Technician
 2400 Electrical Technician
 2401 Apprentice Electrical Technician

1227 MECHANIC

An employee skilled in the use of hand and bench tools, who is qualified for and is engaged in overhauling and maintaining mechanical equipment. He shall also be capable of doing metal work, pipe work and routine welding.

Vacancies to be filled by agreement between Company and Union.

2140 TRANSFORMER REPAIRMAN

An employee in the shop who repairs, services, and maintains transformers. He may also be required to overhaul and repair various other types of electrical equipment and tools.

Next Lower Classification

0925 Helper (Elec. Maint.)

Same or Higher Classifications

0440 Heavy Tractor Driver
 0453 Heavy Truck Driver
 0470 Electrician
 0471 Apprentice Electrician
 0477 Traveling Electrician
 0624 Labor Foreman
 0750 Maintenance Subforeman
 1140 Electrical Machinist
 1141 Apprentice Electrical Machinist
 1227 Mechanic
 1407 Traveling Mechanic
 2140 Transformer Repairman
 2160 Rigger
 2167 Traveling Rigger
 2260 Shopman
 2390 Communication Technician
 2391 Apprentice Communication Technician
 2400 Electrical Technician
 2401 Apprentice Electrical Technician
 2620 Welder
 2621 Apprentice Welder

0624 LABOR FOREMAN

An employee who is a working foreman in charge of a crew engaged in the maintenance of roads, trails, and bridges; the clearing of brush; general cleaning around lakes, dams, powerhouses, and waterways; minor pole line maintenance; loading, delivering, and unloading of materials and supplies. He may be required to drive a truck. He must have the personal qualifications of leadership and supervisory ability, be familiar with Company's safety rules and accounting procedures. His crew may include a Truck or Tractor Driver.

Next Lower Classifications

0440 Heavy Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver

Same or Higher Classifications

0470 Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder

0453 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

- a. A motor vehicle with three axles or more with a gross vehicle rating of 40,000 pounds or more; or
- b. A truck-tractor with a gross combined weight rating of 50,000 pounds or more; or
- c. A truck with two or three axles which, when coupled to a trailer or semi-trailer with auxiliary dollies, has a gross combined weight rating of 50,000 pounds or more.

Two wheel pole or pipe dollies are not considered trailers for purposes of the above.

Next Lower Classifications

0443 Light Tractor Driver
0444 Truck Driver

Same or Higher Classifications

0440 Heavy Tractor Driver
0453 Heavy Truck Driver
0470 Electrician
0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
1141 Apprentice Electrical Machinist
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder
2621 Apprentice Welder

0444 TRUCK DRIVER

An employee who drives a truck (other than a pickup truck) transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

Next Lower Classifications

0210 Choreman
0443 Light Tractor Driver
0455 Light Truck Driver
0890 Gardener
0925 Helper (Elect. Maint.)
2140 Transformer Repairman
2260 Shopman

Same or Higher Classifications

0440 Heavy Tractor Driver
0444 Truck Driver
0450 Dump Truck Driver (G.C.)
0453 Heavy Truck Driver
0457 Line Truck Driver (G.C.)
0470 Electrician
0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
1141 Apprentice Electrical Machinist
1227 Mechanic
1407 Traveling Mechanic
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder
2621 Apprentice Welder

0455 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which he is assigned.

Next Lower Classifications

0210 Choreman
0890 Gardener
0925 Helper (Elect. Maint.)
2140 Transformer Repairman
2260 Shopman

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0444 Truck Driver
0445 Light Truck Driver with winch (G.C.)
0450 Dump Truck Driver (G.C.)
0453 Heavy Truck Driver
0455 Light Truck Driver
0457 Line Truck Driver (G.C.)
0470 Electrician
0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
1141 Apprentice Electrical Machinist
1227 Mechanic
1407 Traveling Mechanic
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder
2621 Apprentice Welder

0440 HEAVY TRACTOR DRIVER (30 hp or over)

0443 LIGHT TRACTOR DRIVER (Less than 30 hp)

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work, shall drive a truck or perform other work as occasion requires.

0440 HEAVY TRACTOR DRIVER (30 hp or over)

Next Lower Classifications

0443 Light Tractor Driver
0444 Truck Driver

Same or Higher Classifications

0440 Heavy Tractor Driver
0453 Heavy Truck Driver
0470 Electrician
0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
1141 Apprentice Electrical Machinist
1840 Tractor Operator A (G.C.)
1843 Tractor Operator B (G.C.)
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder
2621 Apprentice Welder

0443 LIGHT TRACTOR DRIVER (Less than 30 hp)

Next Lower Classifications

0210 Choreman
0455 Light Truck Driver
0890 Gardener
0925 Helper (Elect. Maint.)
2140 Transformer Repairman
2260 Shopman

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0470 Electrician
0471 Apprentice Electrician
0477 Traveling Electrician
0624 Labor Foreman
0750 Maintenance Subforeman
1140 Electrical Machinist
1141 Apprentice Electrical Machinist
1227 Mechanic
1407 Traveling Mechanic
1840 Tractor Operator A (G.C.)
1843 Tractor Operator B (G.C.)
1844 Tractor Operator C (G.C.)
1845 Tractor Operator D (G.C.)
2160 Rigger
2167 Traveling Rigger
2390 Communication Technician
2391 Apprentice Communication Technician
2400 Electrical Technician
2401 Apprentice Electrical Technician
2620 Welder
2621 Apprentice Welder

0210 CHOREMAN

An employee engaged in performing various kinds of unskilled work including janitor work, gardening, helping in the boarding house, hauling supplies, etc.

Beginner's Classification.

0890 GARDENER

An employee engaged in the care of lawns, gardens, grounds, etc.

Beginner's Classification.

0925 HELPER

An employee whose principal duties consist of semi-skilled work such as assisting a journeyman or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's Classification.

0523 SECOND FALLER (To Be Used on a Temporary Basis Only)

An employee in a labor crew who is engaged in cutting and felling trees, generally requiring the use of chain saw; may be required to trim felled trees and saw into lengths.

1930 PAINTER (To Be Used on a Temporary Basis Only)

An employee who prepares surfaces for painting and paints the inside or outside of any building, structure, furniture or fixtures.

1594 CRANE OPERATOR (To Be Used on a Temporary Basis Only)

An employee who operates a mobile crane of 25 tons capacity or more, used in the operating, maintaining and constructing of hydro plants, substations or other facilities.

DIVISION ELECTRIC OPERATING DEPARTMENTS

1610 DIVISION OPERATOR

A shift employee at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and is engaged in supervising the issuing of clearances, the shifting of loads and the prompt restoration of service when trouble occurs in the stations, on the tie lines and cables, or on the distribution circuits in that portion of the system, the supervision of which has been assigned to him.

Next Lower Classifications

1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1535 First Operator - Power Plants
1540 First Operator - Substa. A
1543 First Operator - Substa. I
1600 Distribution Operator
1603 Distribution Oper. - Santa Cruz

Same or Higher Classifications

0776 Operating Subforeman
1595 Chief Distribution Operator
1610 Division Operator

1595 CHIEF DISTRIBUTION OPERATOR

An employee who performs the duties of a Distribution Operator and, in addition, is responsible for the administration and coordination of the Distribution Operator's office. This work includes such duties as, but is not limited to, supervising the issuance of clearances; the maintenance of logs, switching tags, maps, code orders and other records; conducting the training activities of the office; coordination of workload and schedules of employees in the office and acting as liaison with other departments.

Next Lower Classifications

1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1535 First Operator - Power Plants
1540 First Operator - Substa. A
1543 First Operator - Substa. I
1600 Distribution Operator
1603 Distribution Oper. - Santa Cruz

Same or Higher Classifications

0776 Operating Subforeman
1595 Chief Distribution Operator
1610 Division Operator

0776 OPERATING SUBFOREMAN (Substation, Midway and Los Banos)

An employee who performs the duties of a First Operator in a substation switching center and, in addition, is responsible for the administration and coordination of the substation switching center. This work includes such duties as, but is not limited to, supervising the issuance of clearances; the preparation and maintenance of logs, switching tags, maps, code orders and other records and reports; supervising the training activities of substation employees; coordination of workload and schedules of employees in the switching center; maintenance of auxiliary equipment, and acting as liaison with other departments. Transmission Switching Center experience is required.

Next Lower Classifications

Same or Higher Classifications

1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1535 First Operator - Power Plants
1540 First Operator - Substa. A
1543 First Operator - Substa. I
1600 Distribution Operator
1603 Distribution Oper. - Santa Cruz

0776 Operating Subforeman
1595 Chief Distribution Operator
1610 Division Operator

1600 DISTRIBUTION OPERATOR

1603 DISTRIBUTION OPERATOR (Santa Cruz)

A shift employee at a designated location who, during his shift, is responsible for the operation of and has complete switching jurisdiction over the electric distribution system in the territory which is assigned to him. He initiates and issues switching orders and clearances in accordance with established Company procedure, and directs other employees in restoring service and in the operation of the electric distribution system. He may also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory which is assigned to him. In addition, he handles customer telephone contacts and dispatches gas and electric operation tags to service employees in the field; directs and trains other operating employees. He must have a complete knowledge of Company's service policies; the territory of the distribution system for which he is responsible and the distribution circuits and stations within such territory.

1600 DISTRIBUTION OPERATOR (except Santa Cruz)

Next Lower Classifications

1539 Asst. First Oper. - Power Plants
 1542 Asst. First Oper. - Substa.
 1549 Asst. First Oper. - S. F.
 1556 Second Operator - Substa.
 1740 Roving Operator
 1801 Appr. Substa. Oper.
 1880 Utility Operator
 2540 Troublemán

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1529 Asst. First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1534 First Operator - Hydro II
 1535 First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1544 First Operator - Substation II
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator

1603 DISTRIBUTION OPERATOR (Santa Cruz)

Next Lower Classifications

0070 Station Attendant
 1539 Asst. First Oper. - Power Plants
 1542 Asst. First Oper. - Substa.
 1545 First Operator - Substa. III
 1549 Asst. First Oper. - S. F.
 1556 Second Operator - Substa.
 1801 Appr. Substation Operator

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1529 Asst. First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1534 First Operator - Hydro II
 1535 First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1544 First Operator - Substation II
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator
 1740 Roving Operator
 1880 Utility Operator

FIRST OPERATOR (Substations)

1525 NEWARK
 1540 SCHEDULE A
 1543 SCHEDULE I
 1544 SCHEDULE II
 1545 SCHEDULE III

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of one or more substations; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment,

keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, he may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

A Relief First Operator is a First Operator whose primary duties at one or more substations or power plants are to stand shifts as assigned, relieve other operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform electrical, mechanical and building maintenance at substations.

1525 FIRST OPERATOR (Newark) (Transmission Switching Center experience required.)

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
1529 Asst. First Operator - Newark	0776 Operating Subforeman 1525 First Operator - Newark 1595 Chief Distribution Operator 1600 Distribution Operator 1610 Division Operator

1540 FIRST OPERATOR (Schedule A Substations)

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
1529 Asst. First Oper. - Newark	0776 Operating Subforeman
1539 Asst. First Oper. - Power Plants	1525 First Operator - Newark
1542 Asst. First Oper. - Substations	1530 First Operator - Hydro A
1549 Asst. First Oper. - S. F.	1533 First Operator - Hydro I
1556 Second Operator - Substa.	1534 First Operator - Hydro II
1801 Appr. Substation Operator	1535 First Operator - Power Plants
	1540 First Operator - Substation A
	1543 First Operator - Substation I
	1544 First Operator - Substation II
	1595 Chief Distribution Operator
	1600 Distribution Operator
	1603 Distribution Operator - Santa Cruz
	1610 Division Operator
	1740 Roving Operating
	1880 Utility Operator

1543 FIRST OPERATOR (Schedule I Substations)

Next Lower Classifications

0070 Station Attendant
1539 Asst. First Oper. -Power Plants
1542 Asst. First Oper. -Substation
1545 First Operator - Substa. III
1549 Asst. First Oper. - S. F.
1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1544 FIRST OPERATOR (Schedule II Substations)

Next Lower Classifications

0070 Station Attendant
1542 Asst. First Oper. - Substa.
1545 First Operator - Substa. III
1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Oper. - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1549 Asst. First Oper. - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1545 FIRST OPERATOR (Schedule III Substations)

Next Lower Classifications

1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0070 Station Attendant
0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1542 Asst. First Operator - Substation
1543 First Operator - Substation I
1544 First Operator - Substation II
1545 First Operator - Substation III
1549 Asst. First Operator - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1535 FIRST OPERATOR (Power Plants)

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of all station equipment used for distribution or transmission purposes; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cleans working area and equipment therein and may be required to adjust relay and regulator settings. He shall also control generating equipment, following Company policies covering authority and responsibility over interrelated power plant and distribution and transmission facilities. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

A Relief First Operator is a First Operator whose primary duties at one or more power plants and substations are to stand shifts as assigned, relieve other operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform electrical, mechanical and building maintenance at power plants and substations.

Next Lower Classifications

1529 Asst. First Oper. - Newark
 1534 First Operator - Hydro II
 1539 Asst. First Oper. - Power Plants
 1544 First Operator - Substa II
 1549 Asst. First Oper. - S. F.
 1740 Roving Operator
 1880 Utility Operator

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1535 First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator

FIRST OPERATOR (Hydro Plants)

1530 SCHEDULE A
 1533 SCHEDULE I
 1534 SCHEDULE II

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of one or more hydro plants and their related facilities; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, he may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

A Relief First Operator is a First Operator whose primary duties at one or more hydro plants are to stand shifts as assigned, relieve other operators and perform the duties of a Roving Operator. In addition, he may be required to perform electrical, mechanical and building maintenance in hydro plants and on their related facilities.

1530 FIRST OPERATOR (Schedule A Hydro Plants)Next Lower Classifications

1529 Asst. First Oper. - Newark
 1539 Asst. First Oper. - Power Plants
 1542 Asst. First Oper. - Substa.
 1549 Asst. First Oper. - S. F.
 1555 Second Operator - Hydro
 1698 Appr. Hydro Operator

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1534 First Operator - Hydro II
 1535 First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1544 First Operator - Substation II
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator
 1740 Roving Operator
 1880 Utility Operator

1533 FIRST OPERATOR (Schedule I Hydro Plants)

Next Lower Classifications

0070 Station Attendant
 1539 Asst. First Oper. - Power Plants
 1542 Asst. First Oper. - Substa.
 1545 First Operator - Substa. III
 1549 Asst. First Oper. - S. F.
 1555 Second Operator - Hydro
 1698 Appr. Hydro Operator

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1529 Asst. First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1534 First Operator - Hydro II
 1535 First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1544 First Operator - Substation II
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator
 1740 Roving Operator
 1880 Utility Operator

1534 FIRST OPERATOR (Schedule II Hydro Plants)

Next Lower Classifications

0070 Station Attendant
 1542 Asst. First Oper. - Substa.
 1545 First Operator - Substa. III
 1555 Second Operator - Hydro
 1698 Appr. Hydro Operator

Same or Higher Classifications

0776 Operating Subforeman
 1525 First Operator - Newark
 1529 Asst. First Operator - Newark
 1530 First Operator - Hydro A
 1533 First Operator - Hydro I
 1534 First Operator - Hydro II
 1535 First Operator - Power Plants
 1539 Asst. First Operator - Power Plants
 1540 First Operator - Substation A
 1543 First Operator - Substation I
 1544 First Operator - Substation II
 1549 Asst. First Oper. - S. F.
 1595 Chief Distribution Operator
 1600 Distribution Operator
 1603 Distribution Operator - Santa Cruz
 1610 Division Operator
 1740 Roving Operator
 1880 Utility Operator

1529 ASSISTANT FIRST OPERATOR (Newark Substation)

A shift employee who, under the direction of a First Operator, performs switching, tends equipment, keeps records and directs switching on lines and at other stations under the jurisdiction of Newark Substation. In addition, he may be required to care for buildings and grounds.

A Relief Assistant First Operator is an Assistant First Operator whose primary duties are to stand shifts as assigned, relieve other Assistant First Operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform routine electrical, mechanical and building maintenance at substations.

Next Lower Classifications

Same or Higher Classifications

0070 Station Attendant	0776 Operating Subforeman
1534 First Operator - Hydro II	1525 First Operator - Newark
1539 Asst. First Oper. - Power Plants	1529 Asst. First Operator - Newark
1542 Asst. First Oper. - Substa.	1530 First Operator - Hydro A
1544 First Operator - Substa II	1533 First Operator - Hydro I
1545 First Operator - Substa III	1535 First Operator - Power Plants
1549 Asst. First Oper. - S. F.	1540 First Operator - Substation A
1555 Second Operator - Substa.	1543 First Operator - Substation I
1740 Roving Operator	1595 Chief Distribution Operator
1801 Appr. Substation Operator	1600 Distribution Operator
1880 Utility Operator	1603 Distribution Operator - Santa Cruz
	1610 Division Operator

1542 ASSISTANT FIRST OPERATOR (Substations)

A shift employee who, under the direction of a First Operator, performs switching, tends equipment, keeps records, directs switching on lines and at other stations under the jurisdiction of the substation to which he is assigned, and receives and dispatches calls by telephone or radio dealing with service to customers and certain switching operations. In addition, he may be required to care for buildings and grounds. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

A Relief Assistant First Operator is an Assistant First Operator whose primary duties are to stand shifts as assigned to relieve other Assistant First Operators. In addition, he may be required to perform the routine electrical, mechanical and building maintenance at substations and perform the duties of a Choreman.

Next Lower Classifications

1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0070 Station Attendant
0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1542 Asst. First Operator - Substation
1543 First Operator - Substation I
1544 First Operator - Substation II
1545 First Operator - Substation III
1549 Asst. First Operator - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1539 ASSISTANT FIRST OPERATOR (Power Plants)

A shift employee who, under the direction of a First Operator, performs switching, tends equipment, keeps records, controls generating equipment and voltage levels and assists the First Operator.

A Relief Assistant First Operator is an Assistant First Operator at Oakland Power Plant whose primary duties are to stand shifts as assigned, relieve other Assistant First Operators and relieve First Operators in Schedule II or III substations and Second Operators at any substation. In addition, he may be required to perform routine electrical, mechanical and building maintenance at such locations.

Next Lower Classifications

0070 Station Attendant
1542 Asst. First Oper. - Substa
1545 First Oper. - Substa III
1549 Asst. First Oper. - S. F.
1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1549 ASSISTANT FIRST OPERATOR - SAN FRANCISCO (Station H and Mission Substations)

A shift employee who, under the direction of a First Operator, performs switching, tends equipment, keeps records, and receives and dispatches calls by telephone and radio dealing with certain switching operations.

The Assistant First Operator at Station H may be assigned switching duties at those unattended substations in San Francisco Division which are under the supervisory control of or are monitored by Station H.

The Assistant First Operator at Mission Substation may be assigned switching duties at unattended substations which are under the supervisory control of or are monitored by Mission Substation, Larkin Substation and Substations "E", "I" and "J".

In addition, he may be required to care for buildings and grounds. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

A Relief Assistant First Operator is an Assistant First Operator whose primary duties are to stand shifts as assigned, relieve other Assistant First Operators or Second Operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform routine electrical, mechanical and building maintenance.

Next Lower Classifications

0070 Station Attendant
1542 Asst. First Oper. - Substa.
1545 First Operator - Substa. III
1556 Second Operator - Substation

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1549 Asst. First Oper. - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1880 UTILITY OPERATOR (Substations)

An employee who inspects equipment for proper operation, performs switching and routine tests on automatic equipment, adjusts relay and regulator settings, performs the cleaning duties, takes readings and keeps records in unattended substations. In addition, he may be required to perform routine maintenance work of a preventive or cleaning nature within any such substation, prepare code switching orders, maintain operating diagrams and give switching instructions to Troublemens and other employees.

Next Lower Classifications

0070 Station Attendant
1542 Asst. First Oper. - Substa.
1545 First Operator - Substa III
1556 Second Operator - Substa.
1801 Appr. Substation Operator

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1549 Asst. First Oper. - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

1740 ROVING OPERATOR (Hydro Plants)

An employee who performs the duties of a First Operator at unattended hydro plants. In addition, he shall perform such duties as routine electrical, mechanical, and building maintenance in hydro plants, camps, and on their related facilities; shall prepare code switching orders, and maintain operating diagrams.

HOURS OF WORK (Roving Operators)

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Roving Operator may be required to work a schedule of ten consecutive workdays with four consecutive days off. Under such provisions the parties are also in accord that Roving Operators may be assigned to a shift schedule due to irregular water conditions which may arise.

Next Lower Classifications

0070 Station Attendant
1542 Asst. First Oper. - Substa.
1545 First Operator - Substa. III
1555 Second Operator - Hydro
1698 Appr. Hydro Operator

Same or Higher Classifications

0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1543 First Operator - Substation I
1544 First Operator - Substation II
1549 Asst. First Oper. - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

0070 STATION ATTENDANT

A resident employee who resides at, and is in charge of, a hydro plant and performs all of the functions of a First Operator in the plant, and a Ditch Patrolman or Lake Tender on the related water systems. May be required to operate diesel power generating plants.

Next Lower Classifications

1555 Second Operator - Hydro
1698 Appr. Hydro Operator

Same or Higher Classifications

0070 Station Attendant
0776 Operating Subforeman
1525 First Operator - Newark
1529 Asst. First Operator - Newark
1530 First Operator - Hydro A
1533 First Operator - Hydro I
1534 First Operator - Hydro II
1535 First Operator - Power Plants
1539 Asst. First Operator - Power Plants
1540 First Operator - Substation A
1542 Asst. First Operator - Substation
1543 First Operator - Substation I
1544 First Operator - Substation II
1545 First Operator - Substation III
1549 Asst. First Oper. - S. F.
1595 Chief Distribution Operator
1600 Distribution Operator
1603 Distribution Operator - Santa Cruz
1610 Division Operator
1740 Roving Operator
1880 Utility Operator

A shift employee whose primary duties are to operate, take readings, tend equipment, keep records, and care for buildings and grounds under the supervision of a First Operator, Relief First Operator or Roving Operator. In addition, he may be required to assist in the maintenance work about the plant and perform operating duties on the related water systems. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

A Relief Second Operator is a Second Operator whose primary duties at one or more hydro plants are to stand shifts as assigned and relieve other Second Operators. In addition, he may be required to assist in the maintenance work about the plant and on the related water systems and perform the duties of a Choreman as required.

Note: The various duties of the Second Operator - Hydro classification will normally be assigned to an employee in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been instructed in the performance of each duty and has demonstrated his understanding of, and ability to perform, such duty satisfactorily.

Beginner's Classification

HEADQUARTERS (Second Operator - Hydro)

Each Second Operator - Hydro will have a regularly established headquarters. However, for purposes of experience, he may be temporarily assigned under the provisions of Sections 201.7 through Section 201.11 inclusive to any headquarters in his division to which a Hydro Operator or a maintenance crew is regularly assigned. Such temporary assignments shall be limited to one period of three months or less at any headquarters and shall be made in increments of one or more weeks. In such temporary assignments, he shall perform duties as an assistant to the operator or journeyman on the crew. Such assignments shall not be made for relief purposes. If he is assigned temporarily to another headquarters for relief purposes, such assignment shall be made under the provisions of titles; Titles 201, 202, 208, and appropriate Labor Agreement clarifications.

HOURS OF WORK AND WORK DAYS (Second Operator - Hydro)

The regular hours of work and the work days of a Second Operator - Hydro will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965 as amended July 30, 1965. When a Second Operator - Hydro is assigned to work with a Roving Operator, Relief First Operator or maintenance crew, he will normally be assigned to work the same schedule of work hours and work days as the Roving Operator, Relief First Operator or maintenance crew in the headquarters to which he is assigned.

1556 SECOND OPERATOR - SUBSTATION

A shift employee whose primary duties are to operate, take readings, tend equipment, keep records, and care for buildings and grounds under the supervision of a First Operator, Assistant First Operator, Relief First Operator, or Utility Operator. In addition, he may be required to assist in the maintenance work about the plant. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

A Relief Second Operator is a Second Operator whose primary duties at one or more substations are to stand shifts as assigned and relieve other Second Operators. In addition, he may be required to assist in the maintenance work about the station.

A Relief Second Operator who provides relief at more than one substation shall be selected from Second Operators who are at the top of the wage rate.

Note: The various duties of the Second Operator - Substation classification will normally be assigned to an employee in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been instructed in the performance of each duty and has demonstrated his understanding of, and ability to perform, such duty satisfactorily.

Beginner's Classification

HEADQUARTERS (Second Operator - Substation)

Each Second Operator - Substation will have a regularly established headquarters. However, for purposes of experience, he may be temporarily assigned under the provisions of Sections 201.7 through 201.11 inclusive to any headquarters in his Division to which an operator or maintenance crew is regularly assigned. Such temporary assignments shall be limited to one period of three months or less at any headquarters and shall be made in increments of one or more weeks. In such temporary assignments, he shall perform duties as an assistant to the operator or journeyman on the crew. Such assignments shall not be made for relief purposes. If he is assigned temporarily to another headquarters for relief purposes, such assignment shall be made under the provisions of Titles 201, 202 and 208 and appropriate Labor Agreement clarifications.

HOURS OF WORK AND WORK DAYS (Second Operator - Substation)

The regular hours of work and the work days of a Second Operator - Substation will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965, as amended July 30, 1965. When a Second Operator - Substation is assigned to work with a Utility Operator, Relief First Operator or maintenance crew, he will normally be assigned to work the same schedule of work hours and work days as the Utility Operator, Relief First Operator or maintenance crew in the headquarters to which he is assigned.

1801 APPRENTICE SUBSTATION OPERATOR - Incumbents Only

An employee who is engaged in performing electric operator's work as an assistant to, or under the direct supervision of, an electric operator. In order to gain experience for advancement to journeyman, he may work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may perform alone the duties of a Second Operator. In the course of his training, he will be required to perform switching, to operate equipment, to keep records and to assist in maintenance work about the station. His educational and general qualifications must be such that he is considered capable of attaining journeyman status.

HEADQUARTERS (Apprentice Substation Operator)

Each Apprentice Substation Operator will have a regularly established headquarters. However, for training purposes, he may be temporarily assigned to any headquarters to which an electric operator is regularly assigned which is within 25 road miles of his regular headquarters. Such temporary assignments shall be limited to one period of three months or less at any headquarters.

WORK SCHEDULE (Apprentice Substation Operator)

The regular hours of work of an Apprentice Substation Operator shall be the same as the electric operator with whom he is assigned to work. When assigned to work with a shift electric operator, he shall be scheduled to work the "day" shift, except that where a "powerhouse" schedule is in effect, he shall be scheduled to work from 8:00 a.m. to 4:00 p.m. The regular work days of an Apprentice Substation Operator shall be Monday through Friday. He may, however, for training purposes, be rescheduled in increments of one week to work with, and the schedule of, an electric operator at the headquarters to which he is assigned.

1698 APPRENTICE HYDRO OPERATOR (Incumbents Only)

An employee who is engaged in performing Roving or First Operator's work as an assistant to, or under the direct supervision of, a Roving Operator, First Operator or higher classified employee. In order to gain experience for advancement to either First Operator or Roving Operator, he may work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may perform alone the duties of a Second Operator. In the course of his training, he will be required to perform switching, to operate equipment, to keep records and to assist in maintenance work about the plant. His educational and general qualifications must be such that he is considered capable of attaining either First Operator or Roving Operator status.

HEADQUARTERS (Apprentice Hydro Operator)

Each Apprentice Hydro Operator will have a regularly established headquarters. However, for training purposes, he will be required to perform prescribed duties at other plants. In such cases the applicable sections of the Agreement will apply.

HOURS OF WORK AND WORK DAYS (Apprentice Hydro Operator)

The regular hours of work and the work days of an Apprentice Hydro Operator will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Apprentice Hydro Operators who are assigned to plants which are operated on a three-shift basis will primarily be scheduled to work Monday through Friday during the day shift or if a "powerhouse" shift is in effect, he will be scheduled to work from 8:00 a.m. to 4:00 p.m. He may, however, for training purposes be rescheduled in increments of one week to work on either the afternoon or the graveyard shift and on days other than Monday through Friday. When an Apprentice Hydro Operator is assigned to a plant which is operated by one or more Roving Operators, he will normally be assigned to work the same schedule of work hours and work days as the Roving Operator in the headquarters to which he is assigned.

0263 SENIOR HYDRO CLERK

An employee who has the qualifications of a First Hydro Clerk, performs clerical work and assists in the administrative work of the Hydro Supervisor's office and is the lead clerk in directing the work of other Hydro Clerks. When qualified, may be required to drive light Company vehicles.

Next Lower Classifications

0247 Field Clerk - Water
0264 First Hydro Clerk
2020 Quartermaster
2710 Clerk A*
2743 Clerk-Steno A*
2753 Clerk-Typist A*

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0263 Senior Hydro Clerk
0310 Senior Shop Clerk (G.C.)
2730 Supervising Clerk B*

*In Division Electric Departments

0264 FIRST HYDRO CLERK

An employee, under general supervision, whose background and experience are such that he has a comprehensive knowledge of the operation and procedures of the Hydro Department and is engaged in performing clerical work and assisting in the administrative work of the Hydro Supervisor's office. This work encompasses such duties as coordinating various functions to facilitate completion of jobs, including associated clerical duties in the field, assigning jobs to crews, ordering materials, preparing reports, processing time cards, work orders and GMs for the crews or for accounting purposes and maintaining office files and records. May supervise details of boardinghouse operations. Must have the clerical and typing skills required of a Routine Hydro Clerk and may be required to take dictation. When qualified, may be required to drive light Company vehicles.

Next Lower Classifications

0265 Routine Hydro Clerk
2714 Clerk C*
2737 Clerk-Machine Operator C*
2745 Clerk-Steno C*
2755 Clerk-Typist C*

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0244 Field Clerk (3 years and above-G.C.)
0247 Field Clerk - Water
0263 Senior Hydro Clerk
0264 First Hydro Clerk
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
2020 Quartermaster
2710 Clerk A*
2713 Clerk B*
2730 Supervising Clerk B*
2743 Clerk-Steno A*
2744 Clerk-Steno B*
2753 Clerk-Typist A*
2754 Clerk-Typist B*

*In Division Electric Departments

0265 ROUTINE HYDRO CLERK

An employee who performs routine clerical work requiring a basic knowledge of established Hydro Department office procedures and elementary accounting principles; may operate PBX board. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Hydro Clerk. When qualified, may be required to drive light Company vehicles.

Beginner's Classification

2020 QUARTERMASTER (Incumbents Only)

An employee who is in charge of materials and supplies, handles time cards and material records and performs other office work, may supervise details of boardinghouse operations and assist the foreman as required.

0360 COOK

An employee who prepares, cooks, and serves meals in a boardinghouse; maintains supplies and keeps records.

0963 COOK'S HELPER

An employee who assists in the kitchen and dining room of a boardinghouse; may also be required to do housework.

Beginner's Classification

0980 HOUSEKEEPER

0970 HOUSEBOY

An employee who does the housework in a boardinghouse or dormitory, may be required to assist in the kitchen and dining room.

Beginner's Classification

NOTES

Standard Operating Shifts

"Standard operating shifts" shall commence at 11:00 p.m., 7:00 a.m. and 3:00 p.m. The shift commencing at 11:00 p.m. shall be considered as the beginning of the work day. Shifts other than "standard operating shifts" may be established under the provisions of Section 202.16 of the Agreement.

Hours of Work - Relief Employees

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that Relief Operator may be required to assume the hours of work of a non-shift employee provided that:

1. He is notified of the change from shift to non-shift hours by 5:00 p.m. or his quitting time, whichever is later, on the day before such change is made, and
2. He is assigned to work with a maintenance crew, or
3. He is assigned to work with a non-shift employee at a location other than his headquarters.

In addition, see Labor Agreement clarification - Titles 202 and 208, Relief Shift Employees.

BIDDING PROCEDURE

RELIEF OPERATOR

Employees classified to perform the duties of Relief Operator shall be selected by Company for such duties from among those employees in the appropriate operator classifications at the headquarters involved. The provisions of Title 205 of the Agreement with respect to seniority, qualifications and grievances shall be applicable to such selections.

DUAL CLASSIFICATIONS

Station Attendant/_____ shall accrue classification seniority as a Hydro Plant Second Operator for bidding to Hydro Plant Operating classifications.

DEMOTION PROCEDURE

The following procedure shall apply when operating employees are to be displaced due to the permanent shutdown or conversion to automatic operation of a hydro plant or substation.

1. Company shall give the employees at the hydro plant or substation which is to be shut down or converted as much advance notice as practicable of their impending displacement.
2. Following such notice, but not less than two nor more than six bidding periods prior to the scheduled shutdown or conversion of a substation or hydro plant, employees who are to be demoted will have their bids on operating vacancies in the same or lower classification considered under the provisions of Section 206.9 of the Agreement as though they had already been demoted.
3. If, at the time the shutdown or conversion is completed, there are still employees assigned to the hydro plant or substation on a permanent basis the procedure outlined in Title 206 of this Agreement shall apply.

ACCELERATED PROMOTION PROCEDURE

An employee who, under the provisions of Title 206 of this Agreement or Paragraph B above, transfers at a reduced wage rate within the same classification (i.e., from Schedule I to Schedule II) shall be considered as having been demoted within the meaning of Section 206.9 of this Agreement.

JOURNEYMAN CLASSIFICATIONS

For the purpose of Section 206.12 employees in classifications having a higher maximum wage rate than Assistant First Operator-Substation shall be considered as journeymen.